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AUTHOR Pales, David J. R.; And Others
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ABSTRACT

The report is a summary of the responses of 8 federal agencies and departments (the Small Business Administration; the Environmental Protection Agency; and the Departments of Labor; Justice; Housing and Urban Development; Health, Education, and Welfare; Commerce; and Energy) to the inquiries made by President Jimmy Carter regarding issues, questions, and concerns raised by Hispanics at 16 Town Meetings conducted in 1978 in 7 states, the District of Columbia, and Puerto Rico. Areas of concern raised at the meetings were employment, the administration of justice and immigration, housing, health and welfare, education, economic development, and Hispanic data collection. Responses generally describe what the government, in general, and the Carter administration, in particular, have done and are doing to alleviate problems in these areas; note the effect of existing policy on the Hispanic population; include a progress report on any remedial action; and indicate pertinent future plans. The report also lists the name, title, address, and telephone number of all Hispanic presidential appointees. (SB)

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THE CARTER ADMINISTRATION AND HISPANICS:

A PARTNERSHIP TO PROGRESS

[1979]

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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This report was developed and written under the supervision of Richard Hernandez, Deputy Assistant to the President for White House Personnel.

The report was written and prepared under the direction of David J. R. Pales.

It was edited by Elizabeth Graham and Debra Lagapa.

The following persons contributed to the overall development and preparation of the final report:

Alex Becerra, Samuel Bell, Julian Bermudez, Jan Broadman, Manny Carrillo, Gilbert Colon, Ben Cortez, Jose Cortez, Kathleen Crowley, Albert Cruz, Josephine Gomez, Evelio Grillo, Jose Gutierrez, Richard Gutierrez, Guillermina Jasso, Donald Krumm, Barbara Chavez-Kuban, Jorge Lambrinos, Abbey Lowell, Carilo D. Maestas, Ana Maria Martel, David Montoya, Joan O'Neill, Jim Perez, Monte Perez, Gary Ratner, Andrew Ramirez, Fred Romero, Ralph B. Thomas, Fernando Torres-Gil, Victor Villaplana, and Blanca Westgate.

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INTRODUCTION

Contributions of Hispanic Americans are recognized each year during National Hispanic Heritage Week. Proclaiming the 1978 observance, President Jimmy Carter said:

> *Hispanic heritage ... is an essential part of our identity as a nation .... I want to reaffirm my commitment to ensuring the full participation of our Hispanic citizens in all levels of our society and government.... Our Hispanic community is an integral element ... of our nation....*

During Hispanic Heritage Week 1978, President Carter called upon the nation:

> *To join with me in launching new Hispanic initiatives that will assure the full participation of Hispanic Americans in every sector of American life....*

As part of this special observance, President Carter asked Hispanics in the cities and rural areas of America for their advice and suggestions. At the President's direction, Town Meetings focusing on Hispanics were held throughout the United States. In past administrations, such public meetings were too broad to fully consider Hispanic concerns. Unlike such earlier public forums, the 1978 Hispanic Town Meetings not only focused exclusively on Hispanics, but they were also conducted by Hispanics.

Top Hispanic appointees selected the locations and personally conducted these meetings in Spanish and English. From September 11 to 15, 1978, sixteen Town Meetings were conducted in seven states, the District of Columbia, and Puerto Rico. Hundreds presented testimony in Spanish and English. Scores of Hispanics attended these highly visible, well-received public sessions. The President asked all Americans to:

> *Listen to the views of the Hispanic community on current economic and social issues, particularly education, jobs, housing, health, and criminal justice.*

Although a number of issues were identified at the meetings, most of the comments and suggestions centered around the following seven categories:

- Employment
- Administration of Justice and Immigration
- Housing
- Health and Welfare
- Education
- Economic Development
- Hispanic Data Collection

The President and members of his staff thoroughly studied the testimony from these meetings. As a demonstration of his personal commitment to Hispanics, President Carter asked members of his Cabinet to respond to the major questions and concerns raised by Hispanics at the Town Meetings, to report on their past efforts, and to outline their future plans. This report summarizes responses to the President's inquiries from the following Federal agencies and departments:

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- Department of Labor
- Department of Justice
- Department of Housing and Urban Development
- Department of Health, Education, and Welfare
- Small Business Administration
- Department of Commerce
- Department of Energy
- Environmental Protection Agency

Chapter 1: Employment

I have been discriminated against because I speak Spanish. I have two young daughters. I have looked for work...so I can support my children. Maybe it's because of my sex or age or children, or because I can't speak English. I can't defend myself...because of the language.... So, I have come to explain my problem to you to see if there is any way you can help me. (Phoenix, Arizona)

Employment was a vital area of concern to those present at the meetings. In general, Hispanics appeared to view their status in the American economy as being far from equal with other groups. They believed, however, that carefully designed and more sensitively administered public policies could do much to reduce this inequality. Hispanics throughout the United States spoke of pervasive discrimination affecting all areas of employment. They viewed themselves as:

- Dependent upon Federal enforcement of anti-discrimination policies;
- Reliant on public educational and training programs as a means of economic progress; and,
- More adversely affected by economic fluctuations in the trade-off between unemployment and inflation.

Town Meeting participants also identified a number of management and policy problems with respect to programs administered by the Department of Labor (DOL).

Hispanics expressed concern over DOL's Comprehensive Employment and Training Act (CETA) program's failure to provide effective services to Hispanics. For example, CETA prime sponsors did not follow up on enrollees to determine whether they were receiving a just wage, whether they were being retrained, and whether health and safety laws were being followed. The CETA prime sponsors' efforts in English as a second language and bilingual programs were particularly lax. Even more important, Hispanics did not get a proportionate share of CETA resources.

President Carter asked Ray Marshall, Secretary of Labor, to respond to these and other concerns.

I. Employment and Unemployment

Because of employment related concerns expressed at the Town Meetings, DOL was asked to:

- Describe DOL efforts to identify the number of unemployed Hispancis;
- Compare Hispanic unemployment with that of other minority groups; and,
- Provide information concerning the employment of Hispanic women.

A. *Employment and Unemployment Data*

Publication of monthly unemployment data for Hispanic workers began in early 1979. In addition, the Bureau of Labor Statistics publishes quarterly and annual data in *Employment and Earnings* which is cross-tabulated by sex for Hispanics ages 16-19, 20-24, and 25 and older. The data show that the Hispanic unemployment rate (currently at 8.2%) is lower than that for Blacks (12%) and

higher than that for Anglos (4.9%) The data also show that the Puerto Rican unemployment rate is consistently as high or higher than that of Blacks, that Cuban Americans have a comparatively low incidence of unemployment, and that Chicanos have an unemployment rate comparable to that of overall Hispanic unemployment.

Since December 1976, the growth of job opportunities for Hispanics has been remarkable. In a period of 2–1/2 years, the Hispanic employment increased by 18% — twice the growth rate in jobs for the total population.

As of July 1979, 4,591,000 Hispanics were employed — 702,000 more than in December 1976. Nearly one of every six Hispanics at work today owes his/her job to the unprecedented addition of 8.8 million jobs to our economy in that period.

Since President Carter was elected, the unemployment rate for Hispanics has dropped by almost one-third, from 11.7% in December 1976, to 8.2% in July 1979. This compares with an unemployment rate for total population that declined from 7.8% to 5.7%, and an unemployment rate for Blacks that declined from 13.8% to 12%.

B. *Hispanic Women*

Hispanic women in the past have had a lower labor force participation rate than either Anglo or minority women, although the differences in these rates are narrowing as more and more women join the labor force.

In the fourth quarter of 1978, the labor force participation rate for Hispanic adult women was 49.8% compared to 50% for Anglo and 55.8% for Black adult women. There were 1,567,000 employed Hispanic women in the fourth quarter of 1978, nearly 13% more than the previous year. This far outpaced the rise in Black and Anglo female employment, which registered employment gains of 7% and 6%, respectively.

Unemployment among Hispanic adult women has continued to rise at a time when unemployment among Anglo and Black women is decreasing. Their unemployment rate (8.7%), falls between the rates for Black (12%) and Anglo women (4.9%).

II. Employment Programs

President Carter asked DOL to:

- Describe its employment and training programs, especially for Hispanic youth;
- Provide data on Hispanic participation in these programs (e.g., CETA, WIN, Youth Initiatives);
- List examples of bilingual or Spanish program announcements;
- Provide data on the bilingual staff of these programs; and,
- List special programs for Hispanic women.

A. *Employment and Training Programs*

In 1978, DOL distributed over $65,000,000 for employment and training programs to organizations primarily serving Hispanics. Of that figure, $11,000,000 was for nonfarm worker programs. This $11,000,000 represented more than a five-fold increase in funding from 1976. The activities included on-the-job training, English as a second language, program promotion and research and

development to enable these organizations to work effectively with local CETA prime sponsors.

DOL is particularly pleased with a new contract for 1979 awarded to the American G.I. Forum for veterans outreach, and a contract with SER/Jobs for Progress, Inc. for operation of a new Job Corps Center.

A number of youth programs operated by Hispanic organizations have been funded by the Department in order to better serve Hispanic youth. In the various youth programs, Hispanic participation ranges from 6% to 13.8%, for an average of 11%. The Department has increased the involvement of Hispanic organizations in the delivery of program services to youth and is currently under contract with 13 Hispanic sponsors for a total of over $6 million.

The Office of Youth Programs and the Vice President's Task Force on Youth Employment are working with SER/Jobs for Progress, Inc. to plan a conference on Hispanic youth employment policy options. The conference, tentatively scheduled for Spring 1980, will representatives from all major Hispanic organizations interested in and involved with youth employment and training. Among the groups included are SER/Jobs for Progress, Inc., National Council of La Raza, National Puerto Rican Forum, and LULAC. The conference will examine model programs serving Hispanics, review research and academic studies on Hispanic youth employment, and focus on critical policy issues for inclusion in the Presidential Policy Review Memorandum and the new legislative initiatives.

B. *Hispanic Women*

The DOL Women's Bureau has undertaken two initiatives aimed specifically at Hispanic women:

1. In 1978, the Women's Bureau funded a San Antonio, Texas program, the Low-Income Women's Employment Model Project. The majority of the staff and participants were bilingual Hispanics. The program, which is now called the National Women's Employment and Education Project, received additional funds for 1979.

The project recruited low-income women, helping them to become job-ready through counseling and practical training in job-seeking techniques, and placed them in jobs. Because of its successful placement record, the San Antonio CETA prime sponsor will fund the program in FY 80. The program model is being considered for replication in other cities.

2. The Bureau also recently held a conference in Albuquerque, New Mexico on Hispanic young women and their problems in making the transition from school to work. Several concerns were voiced by the Chicana women in attendance. The participants felt strongly that society as a whole, and government programs in particular, were insensitive to the special cultural needs of people of Spanish heritage. Many felt that the Hispanic family was ignored as a structure differing from Anglo American families. The participants, especially the young women, urged the government to make a strong effort to help break down myths which young Chicana women hold about participation in the work force.

C. *Research on Hispanics*

Hispanics have been concerned that research undertaken by the Department of Labor address Hispanic problems in the labor force, and that Hispanic research-

ers participate in that work. In response to this concern, the Employment and Training Administration (ETA) targeted over $1.9 million in employment and training. ETA plans to hold a national symposium to expose Hispanic academicians to research and development opportunities within DOL.

III. Federal Employment

Hispanics were generally troubled about their underrepresentation in the Federal work force, particularly at senior managerial and directorship levels. Many observed that this deficiency in the career service may prevent Federal agencies from being responsive to Hispanic needs.

One Chicago employment agency official, however, observed that the ability to get a job depends heavily on learned English language skills:

> *I go days at a time, weeks when I get a job order and I go out and say 'anybody speak English?' and nobody, nobody answers....* (Chicago, Illinois)

But as this speaker observed:

> *Hispanics in a lot of instances are the last to be hired. And, as you know, the persons with the least seniority are the ones that are going to go first.* (Chicago, Illinois)

A. *Hispanic Presidential Appointees*

Because of his strong commitment to Hispanics, President Carter has taken direct and decisive action to assure Hispanics that their concerns are represented at the policy level. During the Carter Administration, 186 Hispanics have been named to important policy positions throughout the government. (See Appendix B.)

B. *Federal Civil Service*

Although the President has no direct authority over the competitive Federal civil service, he has taken a number of steps to assure that all persons, including Hispanics, are provided an equal opportunity for Federal employment. For example, President Carter:

- Reorganized, by executive order, Federal EEO enforcement, consolidating it in the EEOC and DOL;
- Reorganized and improved the Federal civil service system and created the Office of Personnel Management (OPM); and,
- Strongly supported and closely monitored the progress of internal Federal EEO efforts, discussing such matters with the Cabinet.

A number of Federal agencies have shown progress in Hispanic employment during the Carter Administration:

1. *Department of Labor*

Since President Carter took office, the number of Hispanic employees at DOL has more than doubled. By the end of 1976, there were 393 Hispanics at DOL; by July 1979, there were 928. The percentage of Hispanics working in the Department is now 3.8% This increase is a direct result of Secretary of Labor, Ray

Marshall, establishing a Departmental goal of 4% for Hispanic employment and working toward that goal.

Included in that effort was the establishment of an Hispanic Recruitment Coordinator for the Department and a nationwide outreach program. The Department recently began a demonstration project to recruit employees from the ranks of Hispanics enrolled in the Job Corps and migrant training programs.

2. *Department of Justice*

The Department of Justice has made similar progress in some important areas. For example, Hispanic employment in six key occupations has increased. (See Table I, Appendix A.)

Chapter 2: Administration of Justice, Immigration, and Voting Rights

The police, by virtue of their lawfully vested powers, and social service purpose, should protect the feared, the despised, and the powerless, equally with the mighty, the wealthy, and the beloved. They should neither seek, nor take unfair advantage of any citizen, even when they are convinced he's guilty.... (Fresno, California)

Testimony from the Town Meetings showed that Hispanics had serious problems in their relations with the government agencies charged with the administration of justice. The attitude of Hispanics toward the institutions responsible for the administration of justice — the police, the courts, and related agencies — is not positive. Many who testified viewed the police departments, the courts, and the laws themselves as institutions in which Hispanics have no stake and from which they cannot expect fair treatment.

In every Town Meeting, witnesses described local experiences involving the alleged use of excessive force against Hispanics by police. The incidents varied from continual "stop and frisk" harassment to physical beatings and violence resulting in death.

Hispanics pointed to the existence of widespread patterns of police misconduct. These complaints included:

- Numerous incidents of excessive police violence and harassment of Hispanics, especially in small towns;
- Discriminatory and harsh treatment of juveniles by law enforcement officers;
- Police discourtesies toward Hispanics;
- Inadequate local remedies for police misconduct; and,
- Underrepresentation of Hispanics in police departments.

I. Administration of Justice

Because the President is concerned that all Americans receive equal protection and due process under the law, the Department of Justice (DOJ) was asked to:

- Explain its efforts to receive and monitor citizen complaints of police misconduct; and,
- Describe departmental steps to investigate and take remedial action designed to prevent their reoccurence.

During the past thirty months, the President directed the Attorney General to establish a number of initiatives to ensure every American equal protection under the law. The new Attorney General, Benjamin R. Civiletti, views Hispanic civil rights as one of his top priorities.

A. *Complaints*

Two main sources of information on Hispanic complaints are available within the DOJ, the Civil Rights Division (CRD) and the Community Relations Service (CRS). CRD receives more than 1,000 complaints monthly and reports that of the 1,461 open investigations on alleged police brutality in the Department as of April

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1979, 272 (18.6%) involved Hispanic complainants. The CRS reports that 125 (50%) of its 252 cases of police abuse or insensitivity in FY 78 involved Hispanics. According to the CRS, 129 of these cases originated in the west and southwest. However, according to DOJ, more cases may occur than are reported to Federal authorities.

B. *Complaint Monitoring and Investigations*

The Department tries to be sensitive at all levels, from its field personnel to the Attorney General, to charges of police brutality. National monitoring will not, in itself, aid in combating these probiems. The police departments involved are local agencies. Each case is decided on its own merits. Both the CRD and the CRS tabulate their investigations and complaints received on a national basis.

All criminal investigations involving alleged police brutality are coordinated and controlled by the Criminal Section of the CRD. Such centralization ensures that adequate monitoring occurs. The CRD invites concerned individuals with evidence of specific crimes to report to its attorneys or to the nearest FBI office.

All cases where a criminal prosecution can be sustained are fully litigated. The same prosecutorial standards apply to these cases as in others: prosecutors first must demonstrate that there is probable cause to initiate a prosecution, and then must convince a judge or jury that the defendants are guilty beyond a reasonable doubt. The Department tries to isolate those cases which are most egregious and most likely to deter similar behavior if successfully prosecuted.

C. *Remedial Actions*

DOJ encourages and funds sensitivity training programs in police departments. DOJ officials have addressed the need for such programs on a number of occasions. When then Deputy Attorney General Benjamin Civiletti met with Texas and Arizona police and community groups in November 1978, he discussed the need for sensitivity training programs and offered the Department's help in setting them up. The CRS has been very active in arranging forums between police and Hispanic community groups to discuss problems and to promote sensitivity.

Sensitivity programs are funded by the Law Enforcement Assistance Administration (LEAA). Money is often distributed directly to police departments to establish these programs. A recent example of this is the $500,000 grant made to the San Francisco Police Department in 1978 for improving police services to language minorities. An earlier grant was given to the Albuquerque Police Department for race and cultural relations training.

Additional funding for such programs is made through grants to community organizations which establish police/community relations programs as part of their community anti-crime projects. The $250,000 grant made in 1978 to the East Los Angeles Community Anti-Crime Project is just one example of this type of funding.

Bilingual courses for police who serve in Hispanic communities exist throughout the country. LEAA has funded such programs in San Francisco, New York City and Albuquerque.

LEAA funds also have been awarded to related programs, such as providing court interpreters in Hispanic communities such as Pima County, Arizona.

Using discretionary funds, LEAA funded the New York City Police Department's programs to recruit more Hispanic police officers during 1974 and 1975. New York City has a large concentration of Puerto Rican and other Hispanic groups. Through this program, about 200 Hispanic officers were added and another 150, already on the force, were upgraded in law enforcement skills.

In 1978, the Police Foundation, a private organization in Washington, D.C. funded by LEAA and private foundations, sampled 50 police departments in medium-sized and large cities. Their study revealed that approximately 2.5% to 3% of those forces were Spanish-surnamed. There is no known study which addresses the percentage of police who are bilingual.

The CRD has the responsibility for investigating alleged racial discrimination by public employers. Individual claims of discrimination can be litigated by the affected personnel, but a CRD case is usually justified only where there is valid statistical data indicating a pattern or practice of discrimination forbidden by Title VII. Since only 2.5% to 3% of the police forces in 50 cities could be labeled "Hispanic," there are too few Hispanic officers in most departments today to generate the necessary statistical data that would support a legal claim of systematic discrimination in promotions. What litigation has been undertaken on behalf of Hispanic officers has thus far involved combining their statistics with those for Black officers to produce a set of minority officer statistics.

The division also notes that there is not always a uniform definition of "Hispanic," so that people of similar origin living in different communities may or may not be counted in the development of data on promotions.

LEAA requires EEO compliance by any police department that receives LEAA funds. There are clear mechanisms in the law which provide for the termination of such Federal funding in the event that discrimination based on race or national origin is determined by the courts or other relevant authority.

The CRD recently obtained a consent decree in its lawsuit against the San Francisco Police Department that provided, in part, for greater responsiveness to the need for bilingual officers and biennial assessments of police services to minorities in San Francisco.

II. Immigration

Many Town Meeting participants expressed concern over the enforcement of immigration policies. They were particularly concerned with:

- The wage exploitation of undocumented aliens and the working conditions to which they are subjected;
- Questionable practices of private immigration lawyers, notaries public and "storefront" immigration counselors; and,
- Questionable enforcement procedures.

A. *Effects of Immigration Policy*

The overwhelming sentiment expressed by Hispanics at the Town Meetings was that Hispanics suffer directly from immigration policy and enforcement. They were bitter about both current enforcement procedures and the employer sanctions proposal. They complained that the English language naturalization requirements are too stringent, particularly for elderly immigrants.

President Carter, out of concern for all immigrants, asked the Immigration and Naturalization Service (INS) to describe its:

- Administrative procedures; and,
- Statutory developments.

1. *Administrative Procedures*

It is impossible to compare Hispanic immigration with other immigrant groups since the INS workload data do not differentiate among ethnic groups. INS data show an average processing time for adjustment of status case and the accompanying visa petition of approximately two to two and one-half months. Visa petitions in which the beneficiaries are abroad take an average of two weeks. Previously, the average processing time was six months to one year.

2. *Statutory Developments*

To understand INS' current workload, it is necessary to look at both the recent changes in the immigration law and the impact of the Indochinese refugee program. On January 1, 1977, P.L. 94-571 became effective, which allowed adjustment of status in the U.S. for people from the western hemisphere, most of whom are Hispanic. Therefore, the work that previously had been performed by consular offices abroad was shifted to the INS field offices within the U.S. The caseload rose from 67,000 adjustments of status cases in FY 76 to 127,000 in FY 78.

Congress also enacted the Indochinese Refugee Program, which mandated priority processing of the applications of thousands of Indochinese refugees. The INS, thus, had to handle two "crash" programs simultaneously. In calendar year 1978, 120,000 Indochinese and 115,000 other adjustment of status cases were completed, including the largest number of Hispanic cases ever processed.

Under the former processing system, the visa petition and the adjustment of status application were adjudicated separately. In response to the dramatic increase in workload imposed by the two factors cited above, both actions are now handled at the same time. An interview appointment is now automatically given to the applicant at the time the case is filed. A new procedure to facilitate processing applications, the One-Step Program, is being tested in several cities. Under this new procedure, the applicant will take medical papers to the field office at the time the application papers are filed. With this complete packet available, the INS can interview the applicant then and there, saving time and repeated trips to the office.

The need for personnel will be greatly reduced as INS moves forward with its current automation project, which will sharply improve productivity of present personnel and further reduce the processing time for applications.

The Immigration and Nationality Act requires that all persons seeking naturalization must demonstrate an ability to read, write, and speak words in ordinary usage in the English language. A 1978 amendment to the Act provided an exemption for those who, on the date of the examination, are over 50 years of age and have been in the U.S. for a period of 20 years or more pursuant to lawful admission for permanent residence. The interview and examination may be conducted in the applicant's own language through the use of an interpreter. In those instances where no exemption is available, officers are instructed to take into consideration age, health, and educational background.

B. *Enforcement Procedures*

President Carter asked INS to discuss its:

- Enforcement Procedures;
- Complaints; and,
- Due process provisions for suspected immigration violators.

1. *Enforcement Procedures*

The INS is very concerned that the human rights of all persons are respected. The exploitation of undocumented aliens by smugglers is being addressed through a vigorous anti-smuggling program which has lead to a significant increase in the apprehension and successful prosecution of smugglers.

The INS is eager to receive information regarding unscrupulous and questionable practices of private immigration lawyers, counselors, and notaries public. However, INS' ability to control and discipline such individuals is limited. Documented cases are turned over to the Board of Immigration Appeals for the revocation of the right to appear before the Service in proceedings, and to local Bar Associations.

Efforts have been made to provide information to individuals through INS offices so they may receive public assistance whenever possible. These include:

- Outreach programs to train approved local immigration counselors in the preparation of applications for benefits;
- Additional contact representatives to handle public information requests and applications, including more bilingual staff members; and,
- Additional Spanish documents concerning INS procedures and policies.

2. *Complaints*

During calendar year 1978, there were 68 complaints of physical abuse filed with the INS or consular officers of the Mexican government. These consular officers visit the ports of entry along the Mexican border daily and have direct access to Mexican aliens in custody. Detention facilities all have large signs, printed in Spanish, informing the aliens of their right to see and complain to these consular officers of any alleged abuses by INS personnel. Yet, when interviewed by a special INS task force, "[15] Mexican consular officers [were] almost unanimous in [their] opinion of no mistreatment of their nationals by INS personnel." (Immigration and Naturalization Service, "Border Relations Task Force Report," June 5, 1979, page 6.)

During calendar year 1978, the INS through its enforcement and inspections personnel, made over 1,000,000 apprehensions of undocumented aliens and over 240,000,000 inspections at ports of entry. Yet during that same period, it received only 68 complaints of physical abuse by its employees (out of a total of 348 complaints about misconduct of all types).

Such complaints are handled at several levels. The Attorney General has an Office of Professional Responsibility (DOJ OPR) whose jurisdiction spans all components of DOJ, including the INS. DOJ OPR also supervises the separate and independent INS OPR, which reports directly to the Commissioner of INS.

INS OPR thoroughly examines all allegations of abuse by INS employees of either aliens or citizens. Depending on the nature and severity of the alleged abuse,

the actual investigation may be conducted by the INS OPR itself, the Federal Bureau of Investigation, or local police departments.

By written agreement with CRD, INS OPR investigates charges of physical abuse, while allegations involving employee-caused fatalities, aggravated assaults with a deadly weapon, or aggravated denial of constitutional rights are referred directly to the FBI for investigation. CRD is informed of all alleged abuse cases upon receipt of the complaint by INS OPR.

In cases where the complaint is sustained by the investigation and where there was no justification for the conduct involved, INS OPR consults with the CRD to determine whether criminal prosectuion is warranted. If the division declines to prosecute, INS OPR refers the case to the INS regional personnel office with jurisdiction over the employee for disciplinary action. Even where there is justification for the conduct, INS OPR determines whether any applicable INS policies or procedures were improperly followed. If the employee deviated from such policies or procedures, INS OPR also reports that to the regional personnel office. The personnel office takes the disciplinary action it deems appropriate and reports the disposition to INS OPR, which, in turn, reports to DOJ OPR.

Special complaints have been made regarding so-called "body searches" at the ports of entry. The President asked for an explanation of the circumstances under which these are conducted.

Searches of the body may be required by customs and immigration inspectors at ports of entry when they have a reasonable basis to suspect that an individual is attempting to smuggle in contraband or is legally excludable. Submission to such searches is a condition of entry.

Immigration officers can make a "pat down" body search to protect themselves from the danger of a concealed weapon. This does not require disrobing the person.

A so-called "strip" search, in which all clothing is removed, is always done by an officer of the same sex. If no immigration officer of the same sex is available, a nearby police department is called upon to furnish an officer of the same sex to conduct the search. These latter searches permit closer examination of the individual for hidden material, either attached to the body or sewn into the clothing.

In addition, INS provides sensitivity training for some of its personnel. The sensitivity training is conducted at the Federal Law Enforcement Training Center at Glynco, Georgia, where all officer trainees undergo basic training. The human relations course consists of sessions on cultural awareness and minority group relations. Every basic trainee is instructed in Latin American cultures. All new Border Patrol agents, immigration inspectors, and investigators must now pass a Spanish-language proficiency test before completion of their probationary period.

3. *Due Process*

There is no statutory or constitutional mandate that an alien be advised of his/her right to counsel during an interrogation about immigration status. However, whenever immigration personnel determine that any formal proceedings will be initiated against the alien, the alien is then advised of the right to counsel. Under its own standard operating procedures, INS also provides a list of free legal services available in the area so aliens may have access to counsel regardless of their financial means.

If the alien is unable to communicate in English, an interpreter is provided at both the interrogration stage and at any subsequent administrative proceedings.

III. Voting Rights

Many in the Hispanic communities visited complained that they had been denied political power by the manipulation of voting districts and the unresponsiveness of local officials. One witness commented on the relationship between voting and housing.

> *Housing means power, political power in the community. Most of the Hispanic community do not own the places they live in. Thus they do not have any political power.... You are talking about a very disenfranchised population that cannot begin to make an input within the country's system at all.* (Chicago, Illinois)

One person explained the problem this way:

> *There are no Latino elected local government officials ... neither are there any state or congressional representatives to which the community may turn.* (Chicago, Illinois)

Hispanics who need to use Spanish to register to vote may do so in those states and counties subject to the minority language provisions of the Voting Rights Act. The majority of counties subject to the preclearance provision of Section 5 of the Voting Rights Act have already adopted and successfully precleared minority language procedures, which usually include the availability of appropriate bilingual personnel. DOJ has received almost no complaints of the absence of bilingual registration procedures or personnel from these counties or other counties with language minorities not covered by the preclearance requirements.

Where a local jurisdiction is uncooperative, the Department has not hesitated to go to court. In October 1978, the CRD and the local U.S. Attorney sued the City and County of San Francisco for inadequate bilingual procedures with respect to the Hispanic and Chinese American communities in that city.

Of the areas of the country with significant Hispanic populations, the preclearance requirement of Section 5 of the Voting Rights Act applies to the states of Arizona and Texas and to some counties in California, Colorado, Florida, Michigan, and New York.

Chapter 3: Housing

Housing is a great issue, and if you don't have a decent place to live, you have roaches, you have rats, and you don't have garbage collection.... (Chicago, Illinois)

In testimony at the Town Meetings, Hispanics expressed concern over high housing costs, redlining, and substandard living conditions. Many believed that the scarcity of housing is more accutely felt within the Hispanic community than elsewhere. The community, however, viewed HUD as having many of the answers to its housing problems. A number of specific concerns were raised:

- Deplorable housing conditions;
- Shortage of housing for low and moderate income Hispanics;
- Lack of housing for large or extended Hispanic families;
- Displacement; and,
- Redlining.

The housing shortage for low and moderate income Hispanics is particularly severe as indicated in the testimony of one Miami witness:

The city ... has a [large] population ... of which 63% are of Hispanic extraction. The housing authority at the present time has 710 units. 460 of these are for senior citizens and 250 are for families. There are 700 family applications, people who have filed applications three or four years ago and are waiting to move in....

These waiting lists, however, may represent only a fraction of those in need of housing. In San Juan, Puerto Rico alone:

There are approximately 24,000 families living in slum areas. At the present time, there are around 30,000 applications filed by ... families which wish to ... live in public housing projects.

Hispanics also complained of rampant discrimination in housing, citing their inability to obtain mortgage loans or rental property. Some suggested that such practices were politically motivated since, to many people, "housing means power, political power...." (Chicago, Illinois)

They were also concerned about what effects future energy shortages would have on their housing costs. Many observed that they already lived in substandard, energy inefficient homes and apartments.

I. Housing Conditions

President Carter asked HUD to:

- Describe how HUD determined Hispanic housing needs; and,
- Show what remedial steps are being taken to improve Hispanic housing conditions.

HUD has a number of general and targeted Hispanic programs designed to assess Hispanic housing shortages/needs.

General Programs

- Community Development Block Grants (CDBG)

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- Mortgage Financing

Targeted Programs

- Secretary's Discretionary Fund
- Public Affairs
- Hispanic Housing Management Initiatives
- National Coalition for Better Housing, Inc. (NCBH)
- Women and Mortgage Credit Project (WMCP)
- Hispanic Policy Forums
- Hispanics in Public Service
- Border Cities Project
- Discrimination Study

A. *General Programs*

The following is a brief description of how HUD's general programs may affect the Hispanic community.

- *Community Development Block Grants (CDBG).* Under CDBG, cities with populations over 50,000 and some eligible urban communities are entitled to receive HUD assistance. Activities eligible for funding include property demolition and rehabilitation, temporary relocation, real property acquisition, code enforcement, public facilities improvement, administration planning costs, and community development programs and other housing activities. The CDBG program requirements provide for Hispanic participation. When an applicant for block grant funds determines that a significant number of residents in a target area speak and read a language other than English, plans must be made to accomodate their language needs. Grantees are required to produce all notices of public hearings and summaries of basic information in the non-English language. In addition, all public hearings are to be conducted bilingually. HUD is unable to determine the level of Hispanic participation in this program. They are, however, in the process of revising their system to report by nonminority, minority, and female participation levels.
- *Urban Development Action Grant Program (UDAGP).* To be eligible for assistance, communities must comply with housing and equal opportunity standards imposed by UDAGP. During this past year, 88 communities, many with substantial Hispanic populations, were denied eligibility to participate in this program due to failure to demonstrate an adequate level of housing and employment opportunities for low and moderate income persons and minorities. As a result, a number of these communities took affirmative steps to assure their eligibility for the program.

  The UDAGP has provided "bonus points" to a community's action grant proposal when the community can demonstrate that the action grant activity will result in additional jobs and business opportunities specifically for minorities. This program is designed to combat problems of physical and economic deterioration through reclamation of deteriorating or abandoned neighborhoods, and through community revitalization efforts in areas suffering from population outmigration and a stagnating or

declining tax base. Grants are made only to severely distressed cities and urban counties. In FY 78, $400 million was budgeted for this program.

- *Mortgage Financing*. The Government National Mortgage Association (GNMA) operates three programs which directly benefit Hispanics by offering favorably priced mortgages (97% of par) with below-market interest rates (7.5%). In conjunction with FHA and FNMA, efforts are being made by GNMA to explore methods for providing information about housing and home financing facilities for Hispanics.

B. *Targeted Programs*

The following is a brief description of how the targeted programs effect Hispanics.

- *Secretary's Discretionary Fund*. In FY 78, 2.4% ($2.3 million) of the Secretary's Discretionary Fund ($94.5 million) was targeted for projects benefiting the Hispanic community. This total amount was distributed among eight authorities or categories established by Congress. The Department, therefore, must comply with legislative directives in determining who will be the beneficiaries of these monies.
- *Public Affairs*. HUD's Office of Public Affairs (OPA) has compiled and updated a mailing list of nearly 1,000 Spanish print and electronic media and maintains lists of national, state, and local Hispanic organizations as well. Selected news releases are translated and distributed; a Spanish recording of public service announcements and news features is made available on a weekly basis to Hispanic radio stations across the country. OPA's in all regional and local HUD offices distributed copies of HUD news releases in Spanish, to local Hispanic groups and media. Bilingual HUD staff members arrange speaking engagements before local Hispanic groups to explain HUD's programs, services, and policies. Some bilingual HUD employees also appear on local television and radio programs to inform Hispanic audiences of available programs and employment opportunities.
- *Hispanic Housing Management Initiative*. In January 1977, HUD awarded a grant to the National Center for Housing Management (NCHM) to prepare and implement an Hispanic Housing Management Program. The objectives of the program are the development of an Hispanic Housing Management Training Component designed to help non-Hispanic managers of predominantly Hispanic housing developments acquire the skill and sensitivity necessary to improve the quality of life for their tenants, and an Hispanic Housing Management Career Development Program designed to instruct Hispanics in the housing management field.
- *The National Hispanic Coalition for Better Housing, Inc. (NHCBH)*. HUD has funded a major effort to ensure greater utilization of Hispanic community organizations in the planning and administration of housing and community development programs. The $800,000 contract with the National Hispanic Coalition for Better Housing, Inc. will enable NHCBH to assess and articulate housing and community development needs; identify interested Hispanic groups and encourage their participation in resolving these needs; act as a clearinghouse for information on available Federal

programs; and allow for community participation in the formulation of future programs.

- *Hispanic Women in the Mortgage Market.* HUD's $1 million Women and Mortgage Credit Project addresses three major problems: not all lenders and real estate agents understand equal credit and fair housing laws; many lenders fail to recognize that women are indeed creditworthy; and few women know their rights in obtaining credit and housing finance. To overcome these problems, the project focuses on educating women in basic credit and housing finance concepts and their equal credit opportunity rights. The project also seeks to enhance lender awareness that women are indeed creditworthy. Efforts are planned in 20 to 25 cities selected for their geographic, housing market, and ethnic/racial diversity. Four of these cities (Los Angeles, New York, Miami, and San Antonio) will have bilingual workshops to enable greater participation by Hispanic women.
- *Hispanic Policy Studies Forum.* To recognize distinguished Hispanic scholars, HUD will sponsor an Hispanic Policy Studies Forum. The conference, to be held at American University, will bring together HUD officials and Hispanic economists, planners, architects, and local government officials.
- *Hispanics in Public Service.* HUD's program on Women and Minorities in Public Service is designed to identify ways in which women and minorities can have greater access to high-level professional and administrative positions in government. As part of this program, HUD has awarded a grant to the International City Managers Association to identify mechanisms for increasing the number of Hispanics in the upper echelons of the urban government profession. ICMA is working with the Joint Center for Political Studies and Rutger's Center for American Women and Politics in this program. Initial recommendations, which may lead to support of specific projects, are due in late summer 1979.
- *The Border Cities Projects.* HUD has awarded San Diego State University a grant to develop a model for the U.S.-Mexico border area. It will focus on consumer needs, economic development, population migration, and labor patterns in that area. HUD has contracted with the Greater Dallas Housing Opportunity Center to conduct a fair housing survey of discrimination against Hispanics in the greater Dallas area. The survey has been completed and is being prepared for initial evaulation.

II. Housing Shortages and General Housing Availability

President Carter asked HUD to assess the impact of its efforts to reduce housing shortages. (See Table II, Appendix A.)

III. Hispanic Family Housing

Hispanic concerns over extended family housing prompted President Carter to ask HUD to respond to this need. HUD uses the Housing Assistance Plan (HAP) as a tool in administering housing and community development programs. Communities are required to develop a HAP to qualify for receiving block grant funds. HUD's assisted housing programs focus on providing units for larger families when such a need is identified. HUD requires that such housing be provided as a condition for

making funds available for otherwise eligible community development programs. Since Hispanics represent a large subset of the total number of large families, housing programs targeted to such families especially benefit Hispanics.

The Department is developing a long-term research agenda to explore the effects of HUD programs on developers and housing authorities. HUD expects that these and other efforts will generate data to assist in addressing issues of concern to the Hispanic community.

Chapter 4: Health, Education, and Welfare
The Hispanic Initiative — A Preview

I. History

Since July 1977, the Department of Health, Education, and Welfare (DHEW) has been actively working on steps that could be taken to meet the needs of Hispanics throughout the country—to create an Hispanic Initiative.

At the request of President Carter, former Secretary Califano traveled to Houston to learn first-hand from Hispanics about the difficulties of acquiring Federal program services which respond to their unique needs.

In September 1978, at the sixteen Hispanic Town Meetings around the country, DHEW officials learned on an even broader scale about the problems faced by Hispanics.

The Administration heard of the genuine concern of Hispanic families about the education of their children, and of their fears that a disproportionately large number of Hispanic children were performing below grade level.

DHEW heard about the health problems of Hispanics who, for a variety of reasons, do not enjoy the health care that is extended to Americans in general.

Town Meeting participants also spoke of elderly Hispanics who do not have access to the many excellent services that are available to other older citizens.

DHEW staff also learned of the critical shortages in Hispanic manpower in the areas of health, education, social services, and rehabilitation. DHEW learned of:

- DHEW's own lack of Hispanic manpower;
- The untapped potential to expand Hispanic participation in DHEW procurement and banking programs; and,
- The effect that the lack of data and research on Hispanics has on the provision of services to which they are entitled.

And everyone, including the Secretary, heard perhaps the simplest message—that Hispanics needed to know about DHEW—its programs and services.

II. Preparation

All divisions of DHEW, including the Office of Education, Social Security Administration, Health Care Financing Administration, Public Health Service, Human Development Services, and Office of Personnel, responded to what was heard. They identified concrete actions or initiatives that they proposed to undertake to improve the access of Hispanics to, and increase the participation of Hispanics in, the Department's programs and services.

The identification and preparation of these initiatives was not limited to the highest strata of the Department but, in an unprecedented manner, reached down into the bureaus, branches, and smaller units. The focus was on what can be done for Hispanics *now*.

These actions are designed to stimulate expansion in the following areas:

- DHEW employment of Hispanics;
- Grants and contracts awarded to Hispanic firms;
- Social welfare service to Hispanics under all such programs, especially Medicaid, Medicare, and Social Security;

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- Hispanic participation on the numerous DHEW grant and contract review committees; and,
- Hispanic participation on DHEW advisory committees.

While numerous specific initiatives have been identified and given preliminary approval, a number of specific programmatic details of the Initiative have yet to be completed. Before any final decisions are made, the Department will consult with a broad spectrum of Hispanic groups and leaders to discuss the Initiative and gather suggestions for additional items which might be included in the Department's FY 81 budget proposals, currently under preparation. Further consultations with the Hispanic community will begin soon.

The DHEW Hispanic Initiative represents a commitment to:

- Implement certain concrete actions which have specific measurable outcomes for the Hispanic community now; and,
- Focus on Hispanic needs as DHEW develops policy and programs for the future.

III. Description

The Department intends to meet these commitments by achieving certain specific goals. DHEW has already made progress in reaching some of these goals. The goals, existing DHEW projects, and examples of the expected initiatives are described below:

Goal 1. *To Increase the Educational Achievement and Attainment of Hispanic Americans at All Levels*

Steps Already Taken:

Between 1977 and 1979, the Administration has increased the funding of bilingual education for limited English-speaking children by 30% from $115 million to $150 million and increased the number of children served by 55,000.

Future:

Given low academic achievement, high drop-out rates, and inadequate numbers of Hispanic professionals in all education-related fields, various DHEW offices, including the Office of Education, the Assistant Secretaries for Human Development Services and Education, and the Public Health Service, will be developing and implementing programs and services for Hispanics in higher education, elementary and secondary education, and adult education.

These efforts will focus on specifc programs to address the neglect of the gifted and talented Hispanic child, the misplacement of Hispanic children in mental retardation programs, and the need for increased access to programs for handicapped Hispanics.

These efforts are expected to include the following specific actions:

- Increase financial aid to educational institutions serving large numbers of Hispanics;
- Increase the number of career traineeships which may be available to Hispanics; and,
- Promote more effective recruitment of Hispanics into the health professions.

Goal 2. *To Improve the Health of Hispanic Americans*

Steps Already Taken:

U.S. Mexico Border Health Initiative

An area of particular concern has been the health needs of people living along the U.S.-Mexico border. Outbreaks of communicable diseases must be controlled and stopped; emergency services for accident victims, health services in maternal and child health, fluoridation and chlorination need to be provided. On April 9, 1979, the Assistant Secretary for Health and Surgeon General, Dr. Julius B. Richmond, and the Under Secretary of Mexico signed a joint statement describing the U.S.-Mexico Border Health Initiative. This statement indicated a mutual commitment to an expanded program of collaboration in health programs along the border. This collaboration has already begun to address these compelling needs.

Public Health Research

The Public Health Service is sponsoring on September 6–7, 1979 in Albuquerque, New Mexico, the first national Hispanic Health Services Research Conference. The purpose of the conference is to develop an Hispanic health services research agenda for the 1980's and beyond. The Conference will bring together Hispanic and non-Hispanic health services researchers, users of research data, service providers, consumers, students, and distinguished national and international experts to exchange knowledge and ideas in the development of the research agenda.

Future:

Adequate health care is perhaps the greatest need of Hispanics in this country. The high incidence of disease, inadequate prevention programs, lack of access to medical facilities, and absence of Hispanic medical and health professionals dictate that DHEW expand its efforts in this area. The Department's Initiative will include efforts by the Public Health Service to improve its primary health service to Hispanics, increase health personnel in Hispanic population areas, and increase other programs and research activities focused on Hispanics.

DHEW expects to:

- Expand provision of primary health care to migrant and seasonal workers and their families;
- Identify migrant worker areas with high infant mortality rates in order to expand maternity and newborn care programs;
- Conduct technical assistance sessions with grantees who would serve Hispanic populations;
- Increase alcoholism programs for Hispanics; and,
- Require Medicare contractors to provide bilingual assistance in areas of Hispanic concentration.

Goal 3. *To Assure Hispanic Americans, Participation in DHEW's Income Support Services*

Steps Already Taken:

On September 27, 1978, the Social Security Administration (SSA) established a Task Force to study and identify Hispanic needs. This Task Force has met with the Commissioner of Social Security as recently as July 1979 and has made numerous recommendations which are already being implemented by SSA including increasing the participation of Hispanic claimants in social security benefits; outreach efforts to solicit input from Hispanic organizations on income and welfare programs; and the development of a National Hispanic Communications Plan.

Future:

Language difficulties and the lack of adequate outreach efforts have created a situation where many Hispanics are not aware of the benefits and income support services to which they are entitled. The Commissioner of Social Security will be taking important steps to increase Hispanic participation in Social Security programs. The Health Care Financing Administration is developing special efforts to increase participation of eligible Hispanics in Medicare and Medicaid benefits. Examples of the steps DHEW proposes to take are to:

- Provide important social security notices in Spanish; and,
- Increase the use of interpreters in Social Security hearings.

Goal 4. *To Increase Hispanic Americans' Access to DHEW's Social and Rehabilitation Services*

Steps Already Taken:

Vocational Rehabilitation

There has been special concern for the problems of disabled Hispanics. The Administration has increased funding for vocational rehabilitation and social services for disabled migratory workers to assist their families and enable them to return to gainful employment.

On June 13–15, 1979 in Chicago, Illinois, DHEW co-sponsored the first national conference held on the problems of disabled Hispanics. Conference participants were selected chiefly from the nine states with the largest Hispanic populations and Puerto Rico. Administrators, professionals, and citizen advocates from the fields of vocational rehabilitiation and special education discussed programs that effect handicapped Hispanics and how the programs could be more responsive to the unique needs of this underserved population. One lasting product of this conference was the creation of a National Task Force for Handicapped Hispanics to investigate and recommend changes in Federal policies that currently inhibit participation of handicapped Hispanics.

Head Start and Bilingual/Bicultural Programs

Between 1977 amd 1979, the Administration has increased the funding of Head Start programs for migrant children by 160%, from $6 million to $15.7 million. It has increased the number of children served by 90%, from 5,500 to 10,500. The Administration has also created four bilingual/bilcultural model curriculum development projects to implement in the Head Start program.

Bilingual, Community Based-Prevention Program

The Administration has established a bilingual community-based prevention program to provide child abuse and neglect services to Hispanic children.

Future

A need exists to increase social and rehabilitation services to Hispanics and to improve the delivery and the quality of these services. To this end, the Assistant Secretary for Human Development Services will be working with various states to increase the participation rates of eligible Hispanics in Title XX Vocational Rehabilitation and Child Welfare Services.

The Assistant Secretary for Human Development Services will also work with the Health Care Financing Administration, the Social Security Administration, and the Department of Agriculture to increase access of elderly and disabled Hispanics to Medicare, Medcaid, Social Security, and Supplemental Security Income in selected areas with large Hispanic populations. DHEW expects, for example, to fund research and demonstration models, and other projects on service improvement, with special emphasis on Hispanics.

Goal 5. *To Develop Accurate Data About the Characteristics, Strengths, and Needs of Hispanic Americans*

Steps Already Taken:

P.L. 94-311

One of the critical elements in improving provision of benefits and services to Hispanics is the collection of accurate social, economic, educational, and health statistics on the Hispanic population. DHEW is in the forefront of the Federal government in implementing P.L. 94-311 which requires regular collection and publication of such data. In January 1979, the Assistant Secretary for Management and Budget issued a directive to all of the operating components of the Department requiring collection of separate data on Hispanics on all public-use reports which collect race and ethnic data. This process has begun.

Education Data

The National Center for Education Statistics is preparing a major report on the condition of education for Hispanics. The report will include a wealth of information and statistics on Hispanic demographic characteristics; school enrollment status; participation in elementary and secondary education, special education, and postsecondary education; and participation in Federal programs of talent search, upward bound, and special services. The report will also assess the educational condition of Hispanics as contrasted with other groups. The Center expects to complete the report by December 1979.

Health Data

The Public Health Service has begun planning a major health survey which will focus on Hispanics. For the first time, the Health and Nutrition Examination Survey (HANES) will measure the health and nutritional status of Hispanics as a group. The HANES survey is expected to be completed in 1982. In addition, for the first time, the Health Interview Survey will gather specific data on Hispanics. This survey will be completed in 1980.

Future:

A lack of reliable data on Hispanics has limited the Department's ability to develop an adequate planning base for improving services to Hispanics. Many Hispanic organizations have expressed their view that this is a fundamental problem inhibiting the solution of other pressing social needs.

DHEW is planning to:

- Develop data on Hispanic participation in elementary and secondary education; and,
- Measure demographic changes in the Hispanic population in order to project future changes and their implications.

Goal 6. *To Increase Grants and Contracts to Hispanic Firms*

DHEW awards large grants and contracts to competing firms, institutions, and agencies. DHEW recognizes that its record of awarding contracts and grants to Hispanic profit and nonprofit organizations and hiring Hispanic consultants can be improved. The Department is developing ways to improve business opportunities for Hispanics through such efforts as identification of Hispanic consultants and institutions; training prospective Hispanic contractors and grantees in the grant-making process; and increasing grants and contracts to Hispanics. DHEW is planning to:

- Hold "How to do business with DHEW" seminars;
- Conduct workshops on NIH's grant review process; and,
- Increase substantially 8(a) contracting with Hispanic firms.

Goal 7. *To Increase the Flow of Information to the Hispanic Community*

A serious concern to the Department and Hispanic organizations has been the need to improve information and outreach services to the Hispanic community. In order to provide access to information about DHEW services and programs, the Department is engaged in a public information effort involving all offices within DHEW to address the information needs of the Hispanic community and to provide greater access. DHEW expects to:

- Compile a resource list of qualified Spanish-language translators and writers; and,
- Develop media programs in Spanish about major social service programs such as Head Start, Aging, and Vocational Rehabilitation.

Goal 8. *To Insure Hispanic Participation in Policy Development and Review Processes in DHEW*

Steps Already Taken:

During the last two and one half years, DHEW has increased substantially the number of Hispanics on DHEW Advisory Committees and Grants and Contracts Review Panels.

Future:

The Department intends to focus increased attention on enlarging participation by Hispanics on advisory councils and commissions, as well as peer review panels overseeing grants and contracts. DHEW anticipates:

- Holding a National Conference of Hispanic Educators; and,
- Identifying Hispanic candidates to serve on advisory councils, committees, and boards.

Goal 9. *To Establish DHEW as an Exemplary Equal Opportunity Employer as Reflected by the Participation of Hispanics in the DHEW Work Force*

Steps Already Taken:

Hispanic employment at DHEW has risen by 22% since late 1976. Hispanics now constitute 3.5% of the total DHEW work force. Hispanic employment has increased in all grade levels, including the highest civil service grades (GS-13–18 and equivalent) where employment has increased by 22% (from 1.8% to 2.2%) of the employees in those positions.

Future:

Perhaps the area of most immediate concern to the Hispanic community has been DHEW's poor record in the hiring, promotion, and retention of Hispanics. DHEW recognizes that Hispanics are still disproportionately underrepresented throughout DHEW at all grade levels and job series. The Department plans to increase Hispanic employment, promotions, and job training. DHEW expects to:

- Develop a program with selected colleges and universities to assist in DHEW recruitment efforts;
- Develop training programs; and,
- Set specific goals for increases in hiring and promotions.

Goal 10. *To Protect the Civil Rights of Hispanics and to insure Their Right to Services*

Steps Already Taken:

A Departmental Task Force has been established to examine ways in which DHEW can improve the *"Lau* remedies" and coordination between civil rights and education agencies within DHEW.

DHEW's Office of Civil Rights on May 1, 1979 issued a lengthy report concerning deficiencies under the Civil Rights Act of 1964 in New York City's Department of Social Services. The major problems concerned inadequate bilingual staff to handle the extremely large number of Hispanic cases and lack of Spanish-language forms at welfare offices. In response to this report, the State Commission of Social Services announced on July 10, 1979 a plan to address these problems. The plan consists of the addition of 50 bilingual CETA workers to welfare offices and the development of a number of initiatives to ensure better services to the Hispanic population.

Future:

Another area of critical concern to the Hispanic community has been aggressive enforcement of Title VI of the Civil Rights Act. DHEW expects to:

- Publish Title VI standards and remedies regarding elementary and secondary education students who have limited proficiency in English;
- Close a significant number of national origin complaints; and,
- Conduct a pilot program to review the delivery of health services to migrant workers and their families.

PUERTO RICO

Report on Social and Economic Conditions

In March 1977, in response to a request from President Carter and as part of an interagency study, DHEW began preparation of a report on the social and economic conditions in Puerto Rico. This report was completed on July 3, 1979. It identified major social problems in the areas of elementary and secondary education, health and human development services, and income security and present options for dealing with them.

Other Actions

The Department has substantially increased Title I Elementary and Secondary Education Act allotments to Puerto Rico and will allow a waiver of Title I requirements. It has begun a child immunization initiative on the island. In addition, the AFDC ceiling was raised significantly in FY 79 and increases in the Medicaid ceiling have been requested. All four of these actions were major options in the report. A separate Title XX allocation of $16.1 million for Puerto Rico and the territories has been proposed by DHEW but is still pending in the Congress.

IV. Conclusion

The tremendous growth of the Hispanic population in this country makes it imperative that DHEW waste no time in opening its doors to the Hispanic community. DHEW expects to complete and publicly announce the Hispanic Initiative within the next two months.

Chapter 5: Economic Development

> *...the entrepreneuer at my level needs support.... I went to the local bank here and they said 'You're not a minority; we can't give you a loan. Use your collateral.' I go to the Small Business Administration to get financing and they say, 'You're not what we consider a small businessman....'* (Denver, Colorado)

The testimony shows two facets in economic development: development or improvement of business opportunities for Hispanics, and the commercial revitalization of communities.

One participant observed:

> *The policies that are made in Washington...only focus on a very narrow view of the kind of options that we have for economic development.* (Washington, DC)

Federal economic development efforts and programs were characterized as apathetic, insensitive, or prejudiced against Hispanics. Many criticized the private sector for its reluctance to become involved in community economic development. In addition, Hispanic entrepreneurs complained of a lack of adequate financial management resources available to them.

The Small Business Administration (SBA) was held up to particular scrutiny. Many who testified gave examples of agency insensitivity and incompetence. They complained of excessive red tape in applying for loans only to be told that they were either ineligible or that the loan would have to be small because of budet cutbacks. Another major problem involved managerial assistance. Prospective entrepreneurs complained about inadequate training programs, information that was not relevant to their needs, and the failure of government agencies to better utilize Hispanic business organizations.

I. Small Business Programs

Because of the concerns of Hispanic small business entrepreneurs that SBA was not responding to their needs, President Carter asked SBA to:

- Describe its management and technical assistance available to Hispanics;
- Provide data on SBA loan programs;
- Describe Hispanic participation in these programs; and,
- Identify SBA Spanish-language program literature.

A. *Management and Technical Assistance Programs (M&TA)*

SBA has several management and technical assistance programs available for prospective entrepreneurs. These programs are structured to aid in the establishment, growth, and success of small businesses. Hispanics are also assisted in planning and developing prospective businesses through SBA's Management Counseling Services.

The SBA operates several different M&TA programs including:

- *SCORE* (Service Corps and Retired Executives). Retired executives conduct training workshops and act in other management assistance capacities.

- *ACE* (Active Business Corps of Executives). Leading business executives conduct training workshops and provide other management assistance.
- *SBI* (Small Business Institute). A team of students and faculty members in 36 colleges and universities provides management assistance.
- *Management Training Service*. SBA directly provides assistance in planning and development to prospective entrepreneurs.
- *SBDC* (Small Business Development Centers). SBA, in cooperation with eleven universities throughout the country, enables small business to enlist the assistance of the business, law, and engineering departments within these universities to help solve a firm's problem. (See Table III, Appendix A.)

B. *Loan Programs*

SBA also provides loans to small Hispanic businesses. Hispanics expressed concern that they were not receiving SBA loans. However, loans to Hispanics have been increasing. (See Table IV, Appendix A.)

Business loan activity has shown similar increases. (See Table V, Appendix A.)

SBA also provides funds for small business enterpreneurs under the 8(a) program of P.L. 95–507. This program is designed to give special consideration to the socially disadvantaged and those who are subjected to discrimination. (See Table VI, Appendix A.)

Despite increases in its funding of Hispanic enterprises, SBA is concerned that few Hispanic communities have benefited from its Neighborhood Revitalization Program (NBR) since the program's inception in October 1977. However, with the addition of an Hispanic firm, Avanti International Systems Corp. of San Antonio, Texas as a technical assistance contractor for the NBR program in the southwest, participation in this program should improve dramatically.

II. **Economic Development Program**

The Economic Development Administration (EDA) of the Department of Commerce also provides programs for small businesses and other eligible recipients. Because Hispanics were apparently unaware of EDA programs, President Carter asked EDA to:

- Provide data on EDA loans and identify its management and technical assistance (M&TA) programs which are available to Hispanics;
- Provide data on Hispanic participation in these M&TA and loan programs;
- Describe the impact of its programs on the progress of Hispanic enterpreneurs; and,
- Identify examples of EDA Spanish-language program information.

A. *Loans and Other Funding to Hispanics*

In FY 78, EDA made $10.5 million in loans or loan guarantees to companies either owned by, or largely benefiting, Hispanics. This level of funding was higher than all previous administrations' assistance to Hispanics. Much of EDA's assistance to Hispanics has come from other programs. EDA FY 78 funding to Hispanics includes:

- Hispanics or Hispanic areas received over $15 million of the $372 million available through EDA's regular programs for FY 78. This amounted to slightly more than 4% of all EDA funds.
- Under EDA's Business Development Program, more than $10.5 million was earmarked for loans and loan guarantees for companies either owned by, or largely benefiting, Hispanics. These loans were used for either working capital or fixed asset improvements. The $10.5+ million was approximately 23% of EDA's total FY 78 business development budget of $46 billion.
- Approximately 2% of the $98 million FY 78 budget under EDA's Title II Economic Adjustment program is available for areas experiencing sudden and severe or long-term deterioration.
- Under EDA's various planning and technical assistance programs, Hispanic communities and organizations received over $1.1 million in FY 78, nearly 2% of the total $52.3 million available for such activities.
- Hispanic areas and organizations received $1.7 million under EDA's Public Works Program during FY 78 to help facilitate business expansion and retention. The $1.7 million for Hispanics was slightly more than 1% of the total $169 million available under the Public Works Program in FY 78.
- Under the Local Public Works (LPW) program, Hispanic contractors and suppliers have been awarded 3,326 contracts to date, totaling approximately $230 million or 42% of all Minority Business Enterprise (MBE) contracts. This is a higher percentage than for any other minority group.

This accomplishment is largely attributable to the active role played by EDA in implementing the Congressional 10% MBE requirement. With the help of the Office of Minority Business Enterprise and organizations such as the National Economic Development Association, EDA was able to inform Hispanic and other minority contractors about the LPW program. Stringent reporting and monitoring procedures have also contributed to the success of the MBE effort.

EDA also provides business loans and loan guarantees to eligible firms in economically depressed areas. In addition, EDA offers public works grants to communities for projects which will attract and support industrial or commercial expansion in such areas. This assistance is provided to create and retain jobs. Those firms benefiting from EDA assistance are encouraged to recruit unemployed workers in the areas, including Hispanics.

As part of this Administration's employment initiative, EDA is working with each of its applicants to develop specific plans to link employment opportunities with the long-term, structurally unemployed in the project area. This effort is designed to better target jobs to disadvantaged workers and minorities and will involve prime sponsors wherever possible.

One of the eight objectives of the Special Projects Program for FY 79 is to increase the level of assistance to the Hispanic community. In FY 78, 13% ($3.6 million) of the $28 million Office of Special Project's budget went to Hispanics. In FY 79, the goal is to direct 20% ($10 million) of the $50 million Special Projects Program budget to Hispanics. As part of this effort, the Special Projects Program has emphasized awarding business development loans and loan guarantees to private industries seeking to locate or expand in areas with a high concentration of Hispanics. EDA considers increasing the involvement of Hispanics and Hispanic

community-based organizations as one of the highest priorities of its Special Projects Program.

B. *Management and Technical Assistance Programs Available to Hispanic Entrepreneurs*

The EDA Technical Assistance Program and the Special Projects Program provide management and technical assistance to Hispanics.

The Hispanic community has fared well under the Carter Administration's Local Public Works Program (LPW II) which sets aside 10% of its funds for minority business. Preliminary reports indicate that minorities are receiving over $600 million (at least 15%) in contracts out of almost $4 billion awarded under LPW II. Of this total, Hispanics have secured almost 25% of the contracts awarded to minorities. More significant is that these contracts account for over 40% of the funds which are going to minority contractors and subcontractors. EDA is seeking statutory language in the reauthorization of basic legislation which will provide for a minority set-aside program.

The approach that EDA initiated in FY 79 to increase benefits to Hispanics establishes, by program and regions, goals for funding projects that benefit minority areas, firms, and individuals. When considered in the aggregate, goals for such projects represent 20% of EDA's budget. EDA will analyze the impact of this effort while designing a Minority Economic Development (MED) program for 1980. One of the factors that will be considered in the analysis is the participation by the various minority groups (i.e., Black, Hispanic, and others) in the program. This analysis will enable the Administration to determine whether explicit goals for the major minority groups are needed or whether the current approach is effective.

C. *Program Information*

Because EDA's statutory authority is being changed, all program information will require major changes in late 1979 and early 1980. At that time, EDA will translate key program information into Spanish. However, EDA is in the process of completing general information about its mission and functions which should be available in early fall 1979. Hispanic communities and businesses may contact Economic Development Representatives (EDR's) for information concerning minority business assistance. EDR's are located in almost every state and in Puerto Rico.

Chapter 6: Data Collection — The Census

It is incredible that a country with so much capability cannot get an accurate count about the second largest minority group in the United States. (New York)

Statements reflecting the frustration and anger felt by many who testified permeated every Town Meeting. Hispanics are particularly concerned because most Federal and state agencies develop their activities and programs based on census figures. In addition, the apportionment of seats in local, state, and Federal legislatures are also based on the census.

Because of the 1970 census Hispanic undercount, Hispanics believe it imperative that every effort be made to assure an accurate 1980 count. Witnesses volunteered that counting Hispanics would be as difficult this time as it was previously because of the fear of losing welfare benefits; apprehension about confidentiality; lack of cooperation with mail-in-forms; and Spanish and English illiteracy.

Hispanics in New Mexico complained that, because of these and other problems, they need additional technical assistance — as much as or more than is being provided to other organizations. In Washington, D.C. there were complaints that Black Hispanics were counted as Black instead of Hispanics. In Los Angeles, the problem of counting undocumented workers was raised repeatedly. This, it was pointed out, was very serious because there may be as many as six million undocumented workers in Los Angeles County.

Bitter complaints were also heard about the failure of the Bureau of Labor Statistics to collect accurate Hispanic unemployment data. (See Chapter 1.)

Because the Bureau of the Census will conduct the 20th decennial census of the United States in April 1980, the President devoted particular attention to these well-documented complaints. Reflecting these and similar concerns, a major objective of the Bureau's efforts is to improve the count of the nation's population and, in particular, to eliminate racial/ethnic disparities. In view of the importance of an accurate census to the nation and to Hispanics, President Carter asked Juanita Kreps, Secretary of Commerce, and Vincent P. Barabba, Director of the Bureau of the Census, to respond to those concerns.

I. On-going Efforts

Over the past six years, the Bureau of the Census has taken a number of steps to ensure full Hispanic representation in the 1980 census.

A. *Census Advisory Committee*

The Census Bureau established the Census Advisory Committee on the Spanish Origin Population early in 1975. Since its inception, the Committee has advised the Director of the Bureau on such matters as:

- Improving Hispanic population count accuracy;
- Redesigning and improving census forms for use by Hispanics;
- Expanding dissemination of census results and special reports on Hispanics;

- Developing approaches to maximize the use of Hispanics in the census process; and,
- Developing Hispanic community support and cooperation for the 1980 census.

B. *Organization Development*

A minority statistics staff was established to promote relationships with national minority organizations throughout the country. Similarly, an analytical group was assembled to develop statistical data on the Hispanic population and to prepare, on a regular basis, analytical reports on Hispanics. Hispanics are fully represented on these staffs, as they now are throughout the Bureau's structure.

II. **Future Plans**

The Bureau is now completing its plans for the 1980 count. Special efforts will be made to assure the accuracy of the Hispanic enumeration. These efforts include:

A. *Questionnaire Content*

The questionnaires now being printed incorporate an expanded Spanish-origin questionnaire to provide much-needed detail. Categories of Spanish-origin background will include Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanics as recommended by the Spanish-origin advisory committee. In addition, in 1980, the question will appear on *every* form, whereas in 1970, it appeared on only 5% of the forms.

Each household located in structures containing 2 to 9 units will be asked to report the number of units in the structure. Any differences in reporting the number among households in the structure will be verified as one means of insuring that no units are overlooked. This technique will be especially helpful in urban Hispanic areas in improving the count of Hispanics.

B. *Notice of Availability of Spanish-Language Forms and Spanish-Language Assistance*

Each 1980 census questionnaire will contain a boldface Spanish message to inform the respondent that a Spanish-language questionnaire can be obtained by either calling the telephone number on the form (bilingual telephone operators will be available), or returning the English form and marking a box which requests a Spanish-language form (prepaid reply envelopes are provided).

Assistance centers will be established in areas of Hispanic concentration and Spanish-speaking assistance will be available. Finally, if an Hispanic household takes none of these actions, a bilingual enumerator will visit each household failing to return its form.

C. *Other Checks to Improve the Count*

The master list of addresses prepared by the Bureau will undergo numerous checks to ensure its thoroughness. For example, in Hispanic urban areas interviewers will make a complete check of the address list to ensure its completeness. Door-to-door checks will be made and each structure and unit will be identified. Finally, each vacant unit is independently checked to ensure that persons are not missed. The 1980 census also will be the first in which an attempt will be made to

use some limited lists to check against the census to improve the count. Local governmental organizations also are being asked to help improve the count by actively supporting the census through formation of a Complete Count Committee; representing all segments of the community; and by reviewing preliminary results from the census to help identify possible problem areas while time permits action to be taken.

D. *Hispanic Community Liaison*

Community Services Specialists across the country will serve as an "advance guard" months before the census count to acquaint the minority communities, through their organizations, with the census and the importance of participating in the count. There will also be toll-free numbers to call if there are questions about the census.

E. *Bureau of the Census Hispanic Employment*

Every effort will be made to ensure that the Hispanic population is fully represented at all levels of the Bureau's work force. Indigenous interviewers (persons residing in the neighborhood) will be hired to conduct the census. Thus, in areas of high Hispanic concentration, maximum efforts will be made to employ local Hispanics. Bilingual staff will also be used as needed.

F. *Public Relations*

The Census Bureau is carrying out an unprecedented promotion program for 1980 with the greatest efforts geared at reducing the minority undercount: publicity materials will be printed in Spanish; local census centers will provide assistance to Spanish-speaking persons; a motion picture in Spanish, stressing the importance of being counted in 1980 will be distributed to local theaters; and nationwide school curriculum materials will be printed in Spanish.

Chapter 7: Energy

If Chicanos are to sit...at the negotiating tables with utility companies or become enterpreneurs in the present energy age, then the 'old boy' system must be broken. (Chicago, Illinois)

Like most Americans, Hispanics were concerned about the effect of increased energy costs on their lives. Hispanics claimed that they had little access to information about energy conservation and received little help in defraying the cost of energy-saving improvements. Federal energy conservation efforts were of little value since they were directed toward an English-speaking audience. Energy conservation meetings, at the Federal and state level, were not being conducted in Hispanic population centers, and Hispanics were not regularly informed about such meetings.

President Carter's commitment to resolving the nation's energy problems has made energy planning and research a top priority of this Administration. Given his genuine concern for such issues, the President was especially disturbed to learn of the problems facing Hispanics. His concern that Hispanics receive an adequate share of energy resources at an equitable cost prompted him to ask the Department of Energy (DOE) to explain what efforts it had made to provide for:

- Hispanics' energy needs; and,
- Hispanics' full participation in the energy industry and in Federal and state regulatory bodies.

I. Hispanic Energy Needs

To assist Hispanics in reducing their energy dependence through conservation, DOE has developed a program, Weatherization Assistance Conservation for Low-Income Persons. This program provides financial assistance to each state for the insulation of low-income housing. Using these grants, each state funds Community Action Agencies (CAA) and other community groups to provide weatherization services for the homes of low-income persons. Forty-two Hispanic organizations in Arizona, California, Colorado, and Texas provide energy conservation services through funding from DOE.

Information on the Weatherization Assistance Program, as well as other DOE programs, is provided to over 100 Hispanic radio stations and 150 Hispanic newspapers throughout the U.S. and Puerto Rico. In addition, DOE is presently negotiating the development of a bilingual audiovisual presentation for Hispanic communities which should answer the questions and concerns Hispanics expressed about nuclear waste disposal and conservation.

II. Industry Participation

A. *Hispanic Enterpreneurs*

DOE is developing ways to address the concerns of Hispanic entrepreneurs through its Office of Small and Disadvantaged Business Utilization (OSDBU). Through OSDBU, DOE institutes special efforts to increase the number of small and disadvantaged businesses, which may include Hispanic business enterprises, in procurement activities of the Department. Such special efforts include, but are not limited to:

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- Establishing and monitoring goals by headquarters and field program offices in awarding contracts to small and disadvantaged businesses;
- Conferring awards and certificates on headquarters and field program offices, field procurement offices, and Government-Owned Contractor-Operated (GOCO) facilities that demonstrate significant increased activity in the level of contracts awarded to small and disadvantaged businesses;
- Contributing financial assistance to the operation of the Procurement Automated Source System (PASS), a source data bank, for small and disadvantaged businesses;
- Encouraging greater use of the 8(a) set-aside program for socially and economically disadvantaged businesses;
- Implementing P.L. 95-507, amending the Small Business Act and the Small Investment Act of 1958. This public law is aimed at increasing Federal contract opportunities for small and disadvantaged businesses;
- Maintaining liaison with Hispanic small business organizations, trade associations, chambers of commerce, and professional groups concerned with enhancement of small and disadvantaged businesses in the economic mainstream of the country;
- Publishing and disseminating brochures on DOE procurement procedures; and,
- Encouraging set-asides for construction contracts of $2 million or less specifically for small businesses.

B. *Hispanic Impact Assessment*

DOE also monitors the impact of its activities on the Hispanic community through the Office of Minority Economic Impact (OMEI).

OMEI advises the Secretary on the effects of national energy policies, programs, regulations, and other DOE actions on minorities and recommends policies to assist minorities and minority businesses affected by DOE actions. OMEI also advises the Secretary on methods to increase minority participation in DOE's research, demonstration, grant, contract, or other program opportunities.

A significant function of OMEI involves implementation of a loan program to which at least 50% of the total OMEI appropriation will be earmarked. This office may provide financial assistance in the form of loans to minority business enterprises. The use of the financial assistance is limited to providing funds necessary for such enterprises to bid for and obtain DOE contracts or other agreements. Hispanic business enterprises, as well as other minority businesses, will be encouraged to participate in this program.

Chapter 8: Environment

The Mexico [migrant] worker is disposable. You exploit them during harvest season and then you get rid of them. You don't have to pay them workers' compensation, you don't have to pay them medical benefits, you don't have to pay them anything. (San Francisco, California)

Hispanic migrant and farm workers present at the Town Meeting expressed concern over the use of unsafe or untested agricultural chemicals. They feared that exposure to such materials would lead to serious problems for Hispanics employed in the agricultural business industry. Hispanics urged Federal and state regulators to develop more effective compliance mechanisms to prevent the use of hazardous agri-chemicals and additives.

In response to Hispanic concerns, President Carter asked the Environmental Protection Agency (EPA) to address these concerns.

I. EPA Information to Hispanics

During the past 12 months, five of the EPA's publications were translated into English:

Gasolina Sin Plomo—Es Lo Mejor
(Unleaded Gas—The Way to Go)
Mecanicos—Hay Una Nueva Ley Que Les Afecta
(Mechanics—A New Law Affects You)
No Deje Al Alcance De Sus Ninos Ningun
Producto Veneoso
(Keep Poison Baits Out of Children's Reach)
Esta Libre De Peligros El Agua Que Usted Bebe?
(Is Your Drinking Water Safe?)
Tu Mundo, Tu Ambente
(Your World, Your Environment)

To further identify problems of the Hispanic community, EPA's Office of Public Affairs (OPA) sponsored a series of four regional conferences for the National Newspaper and Publishers Association (New York, Chicago, San Francisco, and Atlanta) and participated in workshops to learn more about the needs of minority urban residents.

II. Hispanic Issue Identification

The Hispanic Program Office in EPA's Office of Civil Rights has close contact with national and local Hispanic organizations. Communication and the exchange of information are enhanced through participation in meetings, seminars, conventions, and visits to the community for various activities.

When public hearings are conducted, Hispanic organizations are contacted by EPA's Office of Public Awareness to advise them of significant rules and regulations being promulgated. In addition, EPA's minority constituent representative maintains contact with Hispanic groups, and notifies them of important issues and activities.

III. Pesticide Safety

Over 2 years ago, EPA sponsored the preparation of a training manual and course entitled, "Pesticides Protection." The manual and course, aimed at health care professionals, were developed by the University of Miami School of Medicine. The course was designed to improve the health care of migrant workers in southern Florida, most of whom are Hispanics. It was taught in several southern Florida schools, hospitals, and other institutions. During the ensuing months, a dramatic improvement was found in the frequency and severity of pesticide poisoning incidents. This program has also been used successfully in California and is currently being expanded on a nationwide level.

EPA has two training and employment programs directed toward the Hispanic population. One of these programs is carried out as part of the Senior Environmental Employee (SEE) program. It employs 19 Hispanics in California to provide health training and information to migrant farm workers in the area. All of the SEE workers are of Hispanic descent and are ex-farm workers. Their duties are divided into health information, education, and the evaluation of poisioning cases.

APPENDIX A
TABLE I
Carter Administration

DOJ Employment of Hispanic Americans in Six Key Occupations 1976-1978

	9/30/76		9/30/77		9/30/78	
	Number	Percent*	Number	Percent*	Number	Percent*
Total Hispanics in DOJ	2553	4.7%	2827	5.2%	3148	5.6%
Criminal Investigations	341	2.9%	387	3.3%	426	3.8%
Correctional Officer	197	5.3%	216	5.6%	226	5.8%
Attorneys	20	.6%	43	1.2%	57	1.5%
Border Patrol	289	15.5%	341	17.6%	397	4.2%
Immigration Inspectors	171	9.2%	212	10.7%	268	11.9%
Deputy U.S Marshalls	68	3.9%	78	4.5%	77	4.2%

* Percent of total labor force and for these professional series cited.

Source: DOJ (April 13, 1979)

TABLE II
Carter Administration

HUD Housing Programs

Section	% of Hispanic Participation
203 (Existing insured homes)	7.4%
203 (New insured homes)	5.9%
235(i) (revised) (New insured homes)	15.2%
236 (Existing insured homes)	5.1%
8 (Existing insured homes)	6.6%
Rent Supplement	8.2%
Low Income Public Housing	12.0%

TABLE III
Carter Administration

SBA Loans To Hispanics*

Fiscal Year	Number	Dollars
1970	1,717	37.1
1971	2,569	57.1
1972	3,158	75.5
1973	2,301	109.1
1974	2,952	105.1
1975	2,381	86.2
1976	2,411	105.3
*T.Q	632	29.6
1977	2,857	154.9
1978	2,815	173.8

*Transition Quarter

*(All Loan Programs - Excluding Disaster Loans)
** (Dollars in Millions)

Source: SBA (7/11/79)

TABLE IV
Carter Administration

SBA 7(a) Loan Activity

	SBA TOTAL		MINORITY Activity				HISPANIC Activity			
FY	No.	$+	No.	$+	% SBA No.	% SBA $+	No.	$+	% SBA No.	% SBA No.	% SBA No.	$ SBA $+
1970	8,710	527.9	1,623	84.5	18.6	16.0	471	18.9	5.4	3.6	29.0	22.4
1971	13,784	927.5	2,130	121.6	15.5	13.1	673	32.5	4.9	3.6	31.6	26.7
1972	19,893	1,366.7	3,050	165.7	15.3	12.1	895	44.1	4.5	3.2	29.3	26.6
1973	25,282	1,932.4	3,300	201.8	13.1	10.1	1,144	67.6	4.5	3.5	34.7	33.5
1974	21,339	1,730.0	2,952	192.3	13.8	11.1	1,135	66.9	5.3	3.9	38.4	34.0
1975	18,196	1,440.6	2,462	151.2	13.6	10.6	980	53.6	5.4	3.7	39.8	35.2
1976	22,002	1,927.5	2,925	193.2	13.3	10.0	1,237	77.9	5.6	4.0	42.3	40.3
1977	27,525	2,878.2	3,502	264.3	12.7	9.2	1,624	119.9	5.9	4.2	46.4	45.4
1978	27,979	3,135.9	3,932	318.3	14.1	10.2	1,811	142.9	6.5	4.6	46.1	44.9

*(Business Loans Only)
+ (Dollars in Millions)
Source: SBA (7/11/79)

TABLE V
Carter Administration

Percentage of 8(a) Contracts to Hispanics

1977	–	19.1% of contracts for 94.1 million	(17.4%)
1978	–	18.8% of contracts for 111.8 million	(14.9%)

Source: SBA (7/11/79)

TABLE VI
Carter Administration

EDA FY 79 Funding for Hispanic Groups/Businesses and for Projects in Hispanic Areas

Approved Projects		
Business Development (Including Trade Act Adjustment)	3 projects	$ 1,500,000
Public Works	4 projects	1,216,000
Technical Assistance	1 project	296,860
Total	8 projects	3,012,860
Pending/Authorized Projects		
Business Development (Including Trade Act Adjustment)	6 projects	5,879,830
Public Works	17 projects	8,342,000
Technical Assistance	9 projects	406,785
Total	32 projects	14,628,615
Total Approved, Pending and Authorized Projects		
Business Development (Including Trade Act Adjustment)	9 projects	7,379,830
Public Works	21 projects	9,558,000
Technical Assistance	10 projects	703,645
Total	40 projects	$417,641,475

APPENDIX B
HISPANIC PRESIDENTIAL APPOINTEES

NAME/TITLE	ADDRESS/PHONE
Cristobal P. Aldrete Co-Chairman of the Southwest Bordcr Regional Commission	1111 20th Street, N.W. Washington, D.C. 20036 (202) 634-3917
Edmund Alvarez	Advisory Committee on Purchasing from Blind and Other Severely Handicapped
Juanita Alvarez Special Assistant to the Assistant Secretary Fish, Wildlife and Parks	Department of Interior C Street between 18th and 19th, N.W. Washington, D.C. 20240
Jerry Apodaca	President's Council on Physical Fitness and Sports
Dick F. Apodaca AID Representative	Department of State 2201 C Street, N.W. Washington, D.C. 20520
Patrick V. Apodaca Associate Counsel to the President	The White House 1600 Pennsylvania Avenue Washington, D.C. 20500 (202) 456-2397
Mari C. Aponte	White House Fellows
Ricardo Arellano Deputy Assistant Secretary for Inter-American Affairs	Department of State 2201 C Street, N.W. Washington, D.C. 20520 (202) 632-8386
Aurora Arrendondo Special Assistant to the Director	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506 (202) 254-5840
Diego Ascencio Ambassador to Colombia	Department of State 2201 C Street, N.W. Washington, D.C. 20520
Ed Avila Director Intergovernmental and Congressional Affairs	HEW - Region IX 50 United Nations Plaza, Room 443 San Francisco, California 94102 (415) 556-6603

Lynn Avila	Peace Corps Nicaragua
Richard Baca	Peace Corps Colombia, South America
George Belitsos	National Advisory Committee on Juvenile and Delinquency Prevention
Julian Bermudez Confidential Staff Assistant to the Assistant Director for Management	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506
Joe Bernal Regional Director	ACTION Region VI Suite 1600 212 N. St. Paul Street Dallas, Texas 75201 (214) 749-1361
Luis F. Bueso Deputy Director Economic Development Administration	Department of Commerce 14th and Constitution Avenue, N.W. Washington, D.C. 20230 (202) 377-5151
Juan G. Burciaga	12613 Loyola, N.E. Alburquerque, New Mexico 87112
John Bustamante	Sixth U.S. Circuit Judge Nominating Panels
Jose Cabranes	President's Commission on Mental Health
Pastora San Juan Cafferty	Board of Visitors, U.S. Naval Academy
Rita Calvan Staff Assistant to the Secretary	Department of Housing and Urban Development 451 7th Street, S.W. Washington, D. C. 20410 (202) 755-5284
Ernest Camachor Commissioner	White House Conference on Small Business
The Honorable Santiago E. Campos	115 Mateo Circle Sante Fe, New Mexico 87501
Jose Canales U.S. Attorney Southern District, Texas	Department of Justice 426 I Street, N.W. Washington, D.C. 20536

Sylvia Cano	Southern U.S. Circuit Judge Nominating Panels
Nancy Cartegena Confidential Assistant to the Regional Representative	Departement of Labor, Region IX 450 Golden Gate Avenue, Room 10001 San Francisco, California 94102 (415) 556-4025
Blandina Cardenas Commissioner	Administration for Children, Youth, and Families 400 6th Street, S.W. Washington, D.C. 20201 (202) 755-7762
Jose Cardenas Member	National Commission on the International Year of the Child
Leonel Castillo Commissioner Immigration and Naturalization Service	Department of Justice 425 I Street, N.W. Washington, D.C. 20536 (202) 376-8330
Raul Castro Ambassador to Argentina	Department of State 2201 C Street, N.W. Washington, D.C. 20520
Lorenzo Casanova Chief Counsel Federal Highway Administration	Department of Transportation 400 7th Street, S.W. Washington, D.C. 20590 (202) 426-0740
Santiago J. Caudillo Regional Representative for Department of Labor	Region IX 450 Goldent Gate Avenue, Room 10001 San Francisco, California 94102
Blanca Cedeno	National Institute of Building Sciences
Maria B. Cerda Member	National Commission on the International Year of the Child
Gilbert Colon Special Assistant to the Vice Chairman	United States Civil Service Commission 1900 E Street, N.W. Washington, D.C. 20415 (202) 632-6107
Santiago Campos U.S. District Judge New Mexico	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Valemar A. Cordova U.S. District Judge District of Arizona	Department of Justice 425 I Street, N.W. Washington, D.C. 20536

Eugene Cota-Robles	National Science Board
Miriam Cruz	National Advisory Committee for Women
Tomas Curi Special Assistant to the Commissioner Immigration and Naturalization Service	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
George F. Daviglus	Advisory Committee to the John F. Kennedy Center
James DeAnda U.S. District Judge for the Southern District of Texas	Department of Justice 426 I Street, N.W. Washington, D.C. 20536
Tila Maria DeHancock Assistant to the Secretary for International Affairs	Department of Housing and Urban Development 451 7th Street, S.W. Washington, D.C. 20410 (202 755-9323
Laura De Herrera	National Advisory Committee for Women
Gene De La Torre Peace Corps Country Director	c/o American Embassy Santiago, Chile
Luis Delgado Confidential Assistant to the Commissioner Immigration and Naturalization Service	Department of Justice 425 I Street, N.W. Washington, D.c. 20536
Guido Del Prado Peace Corps Country Director	c/o American Embasy San Jose, Costa Rica
Cecilia Denogues Esquer	Legal Services Corporation
Leticia Diaz Peace Corps Country Director	c/o American Embassy San Salvador, El Salvador
Nancy Payan Dolan Special Assistant to the Chair	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506 (202) 634-7002
Manuel O. Dominquez State Director, Arizona	Farmers Home Administration Federal Building 230 North First Avenue, Room 3433 Phoenix, Arizona 85025 (602) 261-6701

Cristobal C. Duenas U.S. District Judge	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Ernest B. Duarte, Jr. Director of Outreach Program	Attorney General's Office Apartment 212 1401 N Street, N.W. Washington, D.C. 20005
Maria Duran	Advisory Board on Ambassadorial Appointments
Percy Duran Federal Home Loan Bank Board Supervisor Minority Association Development Division	Office of Industry Development 1700 G Street, N.W. Washington, D.C. 20552
Roy Escarcega	National Advisory Committee on Employment Policy
Isolira Ferre	National Advisory Council on Women's Educational Program
Mauricio Ferre	Advisory Board on Ambassadorial Appointments
Arnold Flores Special Asistant to the Commissioner Immigration and Naturalization	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Ruben A. Flores Executive Assistant to the Regional Administrator	HUD, Region X Arcade Plaza Building 1321 Second Avenue Seattle, Washington 98101 (202) 442-6410
John Gabusi Assistant Director for Management	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506 (202) 254-5330
Herman Gallegos	Student Loan Marketing Association
Frances Garcia Commissioner	Copyright Royalty Tribunal 1111 20th Street, N.W. Washington, D.C. 20036 (202) 653-5275
Hector Garcia Western District	U.S. Circuit Judge Nominating Panels
Sheila Garcia Assistant to the Deputy Under-Secretary for Legislation and Intergovernmental Relations	Department of Labor 601 D Street, N.W. Washington, D.C. 20213

Leopaldo Garza Special Assistant to the Administrator	Department of State 2201 C Street, N.W. Washington, D.C. 20520
Reynaldo C. Garza U.S. Circuit Judge Fifth Circuit	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Rodolfo Garza U.S. Marshall	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Jose Gomez	President's Commission on Personnel Interchange
Elia Andrea Gonzales Communication Specialist Office of Public Affairs	Department of Housing and Urban Development 451 7th Street, S.W. Washington, D.C. 20410 (202) 755-5284
Jose A. Gonzales U.S. District Judge South Florida	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Josue M. Gonzales Director Office of Bilingual Education	Department of Health, Education, and Welfare 200 Independence Avenue, S.W. Washington, D.C. 20201 (202) 245-2600
Wilfredo Gonzales Peace Corps Deputy Country Director	c/o American Embassy Bogota, Colombia
Gabriel Guerra Assistant to the Secretary of State	Department of State IO/UCS Washington, D.C 20520
Gloria Gutierrez Special Assistant to Director of Women's Bureau	200 Consitution Avenue, N.W. Washington, D.C. 20210 (202) 523-6540
Kenneth McClintock Hernandez	National Advisory Committe on Juvenile Justice and Delinquency Prevention
Marife Hernandez Deputy Chief of Protocol	799 United Nations Plaza New York, New York 10017
Richard Hernandez Deputy Assistant to the President For White House Personnel	The White House 1600 Pennsylvania Avenue Washington, D.C. 20500 (202) 456-6712

Edward Hidalgo
Assistant Secretary of the Navy
for Installation and Logistics

Department of Defense
The Pentagon
Washington, D.C. 20350
(202) 619-2179

John Huerta
Deputy Assistant to the
Attorney General

c/o Department of Justice
Civil Rights Division
10th and Pennsylvania Avenue, N.W
Washington, D.C. 20530
(202) 739-3845

Alberta Ibarguen

Board of Directors
Inter-American Foundation

Ivan E. Irizarry
Regional Director, Region II

26 Federal Plaza, Room II
New York, New York 10007
(212) 264-1450

Mari-Luci Jaramillo
Ambassador to Honduras

Department of State
2201 C Street, N.W.
Washington, D.C. 20520

Guillermina Jasso
Special Assistant to the
Commissioner
Immigration and Naturalization Service

Department of Justice
425 I Street, N.W.
Washington, D.C. 20536
(202) 376-8180

Juan Jose Jimenez
State Director
Puerto Rico

Farmers Home Administration
Federal Building
Carlos Chardon Street
Hato Rey, Puerto Rico 00918
(809) 753-4481

Marcella Juarez
Confidential Assistant to
the Administrator

Small Business Administration
1441 L Street, N.W.
Washington, D.C. 20410

Rafael E. Juarez
U.S. Marshall

Department of Justice
425 I Street, N.W.
Washington, D.C. 20536

Audrey Rojas Kaslow
Commissioner

U.S. Parole Commission
Western Region
330 Primrose Road, 5th Floor
Birlingame, California 94020
(415) 347-4737

Barbara Chavez Kuban
Special Assistant to Assistant
Secretary for Administration

Department of Housing and Urban
Development
451 7th Street, S.W.
Washington, D. C. 20410
(202) 755-9323

David Lizarraga	National Commission on Neighborhoods
Nestor L'amas Regional Director	Region II 26 Federal Plaza 16th Floor, Suite 1611 New York, New York 10007 (212) 264-5710
Philip Lopes Peace Corps Country Director	c/o American Embassy Brasilia, Brazil
Bernard Blas Lopez	National Council of the Arts
Franklin Lopez	First U.S. Circuit Judge Nominating Panels
Raul Lopez	Museum Service Board
Jose A. Lopez U.S. Marshall	Deparment of Justice 425 I Street, N.W. Washington, D.C. 20536
Rose Marie Lopez	White House Conference on Library and Information Services
Moises F. Loza Area Coordinator	Farmers Home Administration 14th and Independence Avenue, S.W. Washington, D.C. 20250 (202) 447-8806
Gene Lucero Special Assistant to Assistant Director	ACTION 806 Connecticut Avenue, N.W. Washington, D.C. 20525 (202) 254-3121
Al Luna Special Assistant	Vice President's Task Force on Youth Employment
Daniel Maldonado Assistant Director Office of Legislative and Governmental Affairs	ACTION 806 Connecticut Avenue, N.W. Washington, D.C. 20525 (202) 254-8070
Joe Maldonado Deputy Director Office of Program Development	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506 (202) 632-6694
Juan Jose Maldonado	Economic Opportunity Commission

Ana Maria Martel Executive Secretariat	Office of the Secretary Department of Health, Education and Welfare 200 Independence Avenue, S.W. Washington, D.C. 20201 (202) 245-3475
Arabella Martinez Assistant Secretary for Human Development	Department of Health, Education and Welfare 200 Independence Avenue, S.W. Washington, D.C. 20201 (202) 245-7246
Bennie Martinez U.S. Marshall Texas	Department of Justice 426 I Street, N.W. Washington, D.C. 20536
Evelyn Martinez Special Assistant to the Commissioner	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506 (202) 634-6726
Filberto Martinez Assistant to the Director for Audit and Assessment	Office of Administration The White House 1600 Pennsylvania Avenue Washington, D.C. 20500 (202) 395-6877
Vilma Martinez	Advisory Board on Ambassadorial Appointments
Alfredo Mathew Director Office of Government Employment	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506 (202) 634-6814
William A. Medina Assistant Secretary for Administration	Department of Housing and Urban Development 451 7th Street, S.W. Washington, D.C. 20410 (202) 755-6940
Jose F. Mendez	Advisory Committee to the John F. Kennedy Center
Judith Mercado	White House Fellow
Alex P. Mercure Assistant Secretary for Rural Development	Department of Agriculture 14th and Constitution Avenue, N.W. Washington, D.C. 20250 (202) 447-4581

Luis E. Mestre	Advisory Committee to the John F. Kennedy Center
Mariano J. Mier	President's Commission on Personnel Interchange
Gloria Molina	Presidential Personnel Office The White House Washington, D.C. 20500 (202) 456-7165
Joe Montoya Sourthern District	U.S. Circuit Judge Nominating Panels
Hector Morales Executive Assistant to the Director Office of Regional Operations	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506
Ana Marta Morales	Advisory Committee to the John F. Kennedy Center
Louis F. Moret Deputy Director Office of Minority Business Enterprise	Department of Commerce 14th and Constitution Avenue, N.W. Washington, D.C. 20230 (202) 377-2677
Ana Navarro	President's Commission on Mental Retardation
Consuelo Nieto	National Advisory Committee on Foreign Language
Louis Nunez Staff Director	U.S. Commission on Civil Rights 1121 Vermont Avenue, N.W. Washington, D.C. (202) 254-8130
Ralph Ochoa	Economic Opportunity Commission
Graciela Olivarez Director	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506 (202) 254-5590
Mari Carmen Oponte	Commission on Presidential Scholars
Patricia O'Reilly-Diaz	Advisory Committee to the John F. Kennedy Center
Andrea M. Ordin U.S. Attorney California	Department of Justice 426 I Street, N.W. Washington, D.C. 20536

Frank Ortiz, Jr. Ambassador to Barbados and Grenada	Department of State 2201 C Street, N.W. Washington, D.C. 20520
J. A. Otero Commissioner	Select Commission on Immigration and Refugee Policy
Jack Otero	National Advisory Committee on Foreign Language
Don Pacheco Tenth Circuit	U.S. Circuit Judge Nominating Panels
Eduardo J. Padron	Advisory Committee to the John F. Kennedy Center
Segismundo Pares Attorney - Advisor to Commissioner Rodriguez	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506 (202) 634-6726
Sandy Padilla Special Assistant to the Executive Director	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506 (202) 634-6814
Cesar Perales Regional Administrator	HEW, Region II 26 Federal Plaza, Suite 3835 New York, New York 10007
Frank Perez	U.S. Representatives to the U.S. Strategic Arms Limitation Talk 80 Rue du Lausanne Geneva, Switzerland Overseas 32-6316
Richard Pesqueira	President's Commission on Personnel Interchange
Gilbert Pompa Director	Community Relations Service U.S. Department of Justice Washington, D.C. 20530
Irma Rangel Western District	U.S. Circuit Judge Nominating Panels
Tony G. Reyes	President's Export Council
Cruz Reynoso Commissioner	Committee on the Selection of the Director of the FBI/ Select Commission on Immigration and Refugee Policy

Jose A. Rivera	Corporation for Public Broadcasting
Thomas Rivera	Board of Foreign Scholarships
Carlos Roberts Chief, Office of Plans and Policy	Federal Communication Commission 2025 M Street, N.W. Washington, D.C. 20554 (202) 632-6940
Armando Rodriguez Commissioner	Equal Employment Opportunity Commission 2401 E Street, N.W. Washington, D.C. 20506
Juventino Rodriguez, Jr. Special Assistant to Associate Administrator for Minority Small Business	Small Business Administration 1441 L Street, N.W. Washington, D.C. 20410 (202) 653-6928
Raul Rodriguez Assistant Director for Compliance	ACTION 806 Connecticut Avenue, N.W. Washington, D.C. 20525 (202) 254-3121
Elias Rodriquez Administrative Assistant to Member	Civil Aeronautics Borad 1875 Connecticut Avenue Washington, D.C. 20428
George Roybal Regional Administrator	HUD, Region X Arcade Plaza Building 1321 Second Avenue Seattle, Washington 98101 (202) 442-6410
Marina O. Rubal	Advisory Committee to the John F. Kennedy Center
The Honorable Alvin Rubin	225 Walnut Street New Orleans, LA 70130
Herman Salsona	Advisory Committee to the John F. Kennedy Center
Gloria Delores Sanchez	National Advisory Commission on Unemployment Compensation
Manuel Sanchez	Advisory Committee to the John F. Kennedy Center
Manuel Sanchez, Jr. Superintendent	U.S. Assay Office 32 Old Slip, Room 204 New York, New York 10005 (212) 264-1727

Robert Sanchez Special Assistant to the Secretary for Interior	Department of Interior C Street Between 18th and 19th N.W. Washington, D.C. 20240
Sarah Santamaria	National Advisory Committee on Foreign Language
Henry Santiago Director Division of Gas Policy	Department of Energy 12th and Pennsylvania Avenue, N.W. Washington, D.C. 20461 (202) 252-4437
Ramona Toledo Shump	Legal Services Corporation
Herman Sillas U.S. Attorney California	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Monica Herrera Smith	Federal Prison Industries
Mauricio Solaun Ambassador to Nicaragua	Department of State 2201 C Street, N.W. Washington, D.C. 20520
Irene Tafoya Confidential Assistant to Associate Administrator for Operations	Small Business Administration 1441 L Street, N.W. Washington, D.C. 20410
Diane Tames	National Advisory Committee on Juvenile Justice and Delinquency Prevention
Miquel Tirado Special Assistant to the President	Inter-American Foundation 1515 Wilson Boulevard Rossyln, Virginia 22209 (703) 525-1555
Maria Elena Torano Associate Director of Public Affairs	Community Services Administration 1200 19th Street, N.W. Washington, D.C. 20506 (202) 254-5840
Ambassador Esteban Torres U.S. Permanent Delegate to UNESCO	c/o American Embassy Paris, France Overseas 265-7460
Julia L. Torres Deputy Director	ISA 20 Massachusetts Avenue Washington, D.C. 20545 (202) 376-1741
Fernando Torres-Gil Special Assistant to Secretary Califano White House Fellows	Department of Health, Education and Welfare 200 Independence Avenue, S.W. Washington, D.C. 20201 (202) 245-7980

David Tull	National Advisory Committee on Juvenile Justice and Delinquency Prevention
Abelardo Valdez Assistant Administrator for Latin America and the Caribbean Area Agency for International Development	Department of State 2201 C Street, N.W. Washington, D.C. 20520 (202) 632-8246
Ruben Valdez Regional Representative for Denver, Colorado	Prudential Plaza Building 1050 17th Street Denver, Colorafdo 80265
Manuel Vasquez	Commission on Presidential Scholars
Marta Moreno Vega	Advisory Committee to the John F. Kennedy Center
Xavier M. Vela Administrator Wage and Hour Division	200 Constitution Avenue, N.W. Washington, D.C. 20210 (202) 523-8305
Juan R. Vigil	White House Fellows
Victor Villaplana Special Assistant to the Secretary	Department of Health, Education, and Welfare Room 633-B 200 Independence Avenue, S.W. Washington, D.C. 20201 (202) 245-7026
Louis Villaescusa U.S. Marshall	Department of Justice 425 I Street, N.W. Washington, D.C. 20536
Carmen Delgado Votaw U.S. Delegate to the Inter-American Commission on Women	Department of State 6717 Loring Court Bethesda, Maryland 20034 (301) 365-0339
Paquito Vivo	International Education and Cultural Affairs Commission
Vicente T. Ximenes	Commission on White House Fellows